



REPLY TO
ATTENTION OF:

DEPARTMENT OF THE ARMY
HEADQUARTERS, 19TH SUSTAINMENT COMMAND (EXPEDITIONARY)
UNIT #15015
APO AP 96218-5015

EANC-GP

09 MAY 2007

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Letter #2 - Military Equal Opportunity (EO) and the 19th ESC Consideration of Others Program (CO2) Policy

1. **REFERENCE.** AR 600-20, Army Command Policy, 7 Jun 2006.
2. **PURPOSE.** This memorandum provides my policy and procedural guidance regarding my Command Policy on Military Equal Opportunity and the 19th ESC Consideration of Others Program.
3. **APPLICABILITY.** This policy applies to all 19th Sustainment Command (Expeditionary) military personnel (U.S./KATUSA Soldiers), civilians, and family members, both on and off post and within the limits of the laws of localities, states, and host nations.
4. **POLICY.**
 - a. Equal Opportunity (EO) is doing what is right. The success of our community warfighting capabilities lies with our people. As such, we must protect the heart of our community by treating each other with dignity and respect. We must provide working, living, and recreational environments free of sexual harassment, sexual assault, prejudice, verbal abuse, discrimination, insensitivity, offensive behavior, hazing, and basic thoughtlessness.
 - b. I am committed to providing equal opportunity and fair treatment to every military service member, civilian and family member without regard to race, color, gender, religion or national origin by providing an environment free from unlawful discrimination and offensive behavior. We each have the right to participate in and benefit from programs and activities for which we are qualified. Commanders are Equal Opportunity Officers within their respective commands and will be held accountable for ensuring compliance with the policy. I expect everyone to take responsibility for doing what is right.
 - c. Likewise, vulgarity is unprofessional and a sign of poor discipline. Eliminate it from your vocabulary. It is equally important to eliminate sexual, racial, homosexual, and other offensive jokes in the workplace. A good rule is: You're wrong if you must look around to see who is within earshot of your voice. Remember, you are judged, in part, by what you find amusing and humorous.
 - d. Participation in extremist and/or gang activities is prohibited.
 - e. Commanders will brief their climate assessment and CO2 training plans and attendance at Quarterly Training Briefs (QTB). Company Commanders will conduct a command climate assessment within the first ninety days of assuming command and annually thereafter. Company Commanders will coordinate this assessment with their unit Equal Opportunity Advisor.

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Additionally, leaders/managers will conduct sensing sessions with their Soldiers/subordinates and provide feedback to them.

f. Units will conduct EO/Consideration of Others or Prevention of Sexual Harassment (POSH) training at least quarterly. Throughout the annual training year, Commanders will schedule two quarters of EO/Consideration of Others training. During the other two training quarters, Commanders will conduct Prevention of Sexual Harassment and Sexual Assault training. Training will be conducted in small groups using the interactive and discussion-based methodology. Leaders are expected to participate in training with their Soldiers, and when possible, lead the training. It is my policy that all US/KATUSA Soldiers, DA civilian employees and Korean nationals attend eight hours of small group discussion annually, completed in two hour sessions each quarter.

g. Soldiers and family members are encouraged to file a complaint, seek assistance, and/or cooperate with an investigating officer when resolving equal opportunity matters. The chain of command will protect the complainant from reprisal or retaliation. Investigating officers (IO) for EO complaints must be experienced. Also, they will meet with the unit EO Advisor and Staff Judge Advocate before the investigation and prior to submitting his or her findings and recommendations to the Commander.

5. I expect leaders and managers to enforce standards and evaluate an individual on fitness and merit. The goal of our equal opportunity program is to create and sustain an effective warfighting force by eliminating discriminatory behaviors or practices that undermine teamwork, mutual respect, loyalty, and shared sacrifice of the men and women of the 19th Sustainment Command (Expeditionary). Live and enforce the Golden Rule.

6. SUPERSESSION. This Policy memo supersedes 19th TSC policy letter #2, dated 7 Jan 05.

7. The point of contact for this policy is the Equal Opportunity Advisor at 768-8542. To place a call from the United States, dial 011-82-53-470-8542.



RAYMOND V. MASON
Brigadier General, USA
Commanding

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